



Town Hall Meetings

August 25th & 26th 2004





AGENDA



Personnel Actions Update

Transition Milestone Timeline

Audience Questions



PERSONNEL ACTIONS



RIF NUMBERS

435 Permanent positions to be abolished

**63 (65) Employees in Non-Garrison Orgs
“Bumped”**

472 (495) Permanent Employees Have Letters

314 (318) Reassignment Letters

151 (169) Changes-to-Lower Grade

7 (8) Separations

Numbers Improving!!!



PERSONNEL ACTIONS



BUYOUT STATUS

More buyouts were offered and accepted since July Town Hall meetings.

101 of the 103 buyouts have been offered and/or accepted

PROJECTION: NO



PERSONNEL ACTIONS



MEO/CGA VACANCIES

Number of MEO/CGA Jobs -
506

Filled and/or Accepted -
415

Still Open (under recruitment /
Civilian Personnel On Line website:
pending offer)
91 **<http://cpol.army.mil/>**



PERSONNEL ACTIONS



"IMPROVED" RIF OFFERS

Total # of Changed Offers
- 41

Number Restored to Orig Grade
- 8

Number Improved Grade
- 4



PERSONNEL ACTIONS



Temporary Promotion Question from July Town Hall

**Will employees who have held
temporary promotions for an
extended period be allowed to
retain pay?**

Status

**Employees on temporary promotion
for 1 year or more will receive**



PERSONNEL ACTIONS



Explanation on Retaining Temporary Promotion Pay

- **Pay Adjusted to Higher Step of Perm Grade**
- **Must Still be on Temporary Promotion 30 S**
- **Must be on Temp Promotion for Over 1 Year**
- **Pay Set in the Permanent Grade at a Step Higher than Previously Held**
- **Higher Step Used for RIF Placement To Inc Reassignment and Grade & Pay Retent**



PERSONNEL ACTIONS



Job Swaps

Not Feasible where Changes-to-Lower Grade are Involved

Arranged Soonest - and Prior to 30 Sep

Both Employees and Both Supervisors/Organizations must Agree

RIF Action and Swaps Processed On-Paper

Employees Remain in Place - When Possible

Job Swap Kit - CPAC



PERSONNEL ACTIONS

TIMELINE

SEPTEMBER 2004



10 September - Additional Round of Improved

RIF Offers

**XX September - Additional / Final
Round of**

Offers (as needed)



PERSONNEL ACTIONS



OCTOBER 2004 and beyond

1 Oct 04 - Start 2 year Grade Retention Period; Stopper List Grade Restoration Program

17 & 31 Oct 04 - Process Job Swaps on paper (at CPOC)

1 October 2006 - End Grade Retention Period for those still not re-promoted

1 October 2006 - Start Pay Retention



Transition/Implementation Timeline

We're Moving Forward – Successfully

- ITBC Move
- RLBC Move from 4011 in to 4055
- MEO PM regular meetings
- CGA established PAT
- Training planned
- Information Flow is Good
- Only a few Formal Complaints



Transition/Implementation Timeline



22 & 24 Sep 04 Town Hall Meetings
FSH - 22nd Camp Bullis
- 24th

30 Sep 04
Implement

Personnel Actions to

the New MEO and CGA
Organizations

10Oct 04
in New

First day of Performance

Organizations

-- Transition Activities Continue

-- Start of review period



Question and Answer Session



Do you have any other questions?





EMPLOYEE SERVICES



- **ACAP Offered Civilian Employee Resume Writing/Interviewing Workshops**
 - ✓ One-day workshop scheduled for 8 Sep 2004
 - ✓ Call 221-1213 to register and reserve a seat

- **San Antonio Military Community Job Fair**
 - ✓ 22 September 2004 from 0930-1500 at Live Oak Civic Center, 8101 Pat Booker Road
[85-100 local, regional, national, and international employers are expected to participate]
 - ✓ Call 221-1213 for more details

- **ACAP Offered Pre-Job Fair Workshop**
 - ✓ 2-Hour workshop scheduled for 10 Sep 2004
 - ✓ Call 221-1213 for reservations



EMPLOYEE SERVICES



COMMENTS & QUESTIONS

- **WRITTEN -**
Send to A76 Operations Center, Bldg 2272, Stop 76
- **PHONE -**
CALL A76 HOT LINE (221-2439)
- **OUTLOOK/EMAIL -**
 - Berban, Jeana A. (jeana.berban@samhouston.army.mil)
 - Howell, John M. (johnm.howell@samhouston.army.mil)
- **WEB LINK -** <http://www.samhouston.army.mil/a76>

ALL QUESTIONS RECEIVED WILL BE STAFFED WITH THE APPROPRIATE ORGANIZATION AND THE QUESTION AND ANSWER WILL BE POSTED ON THE A76 WEBSITE.